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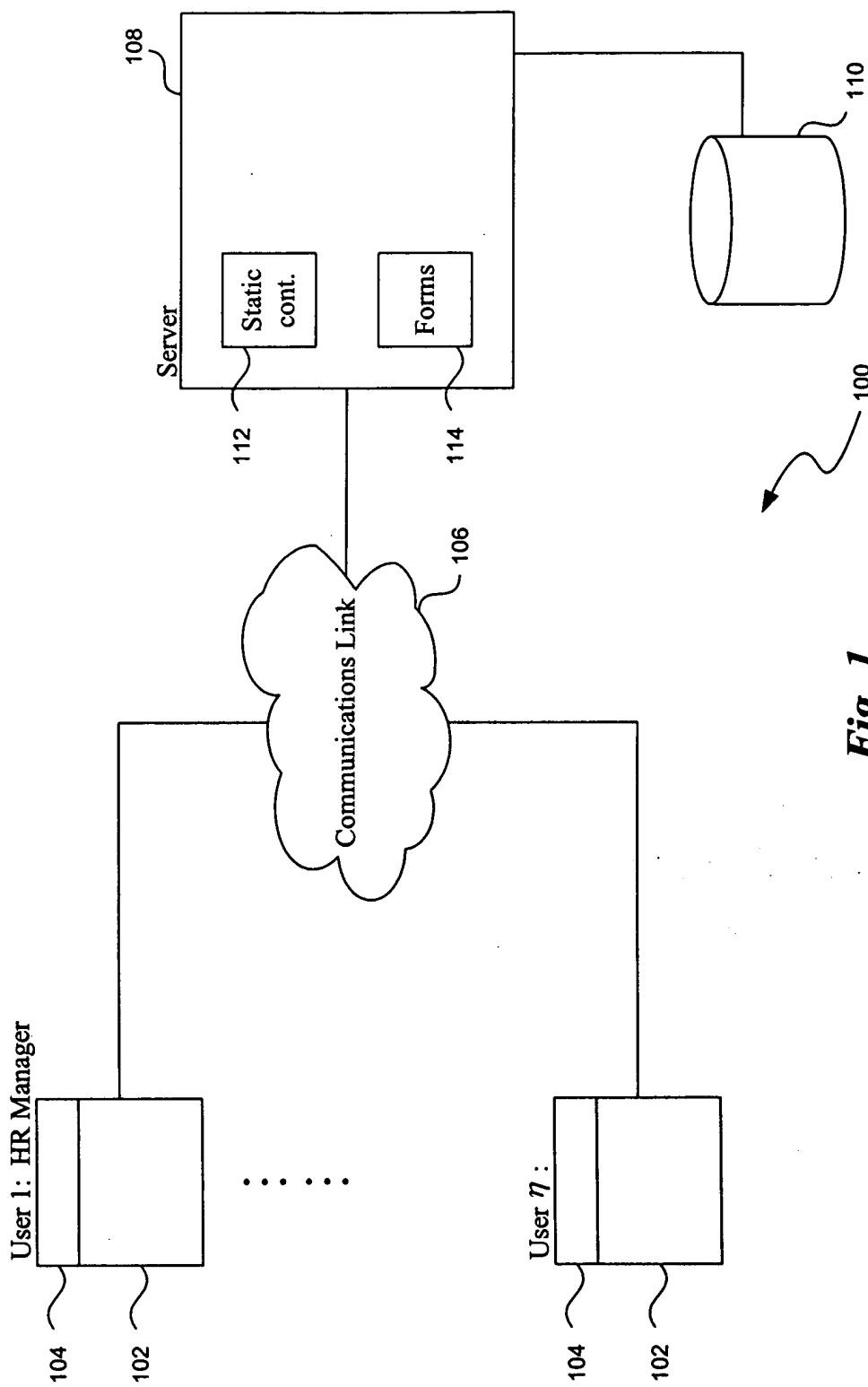
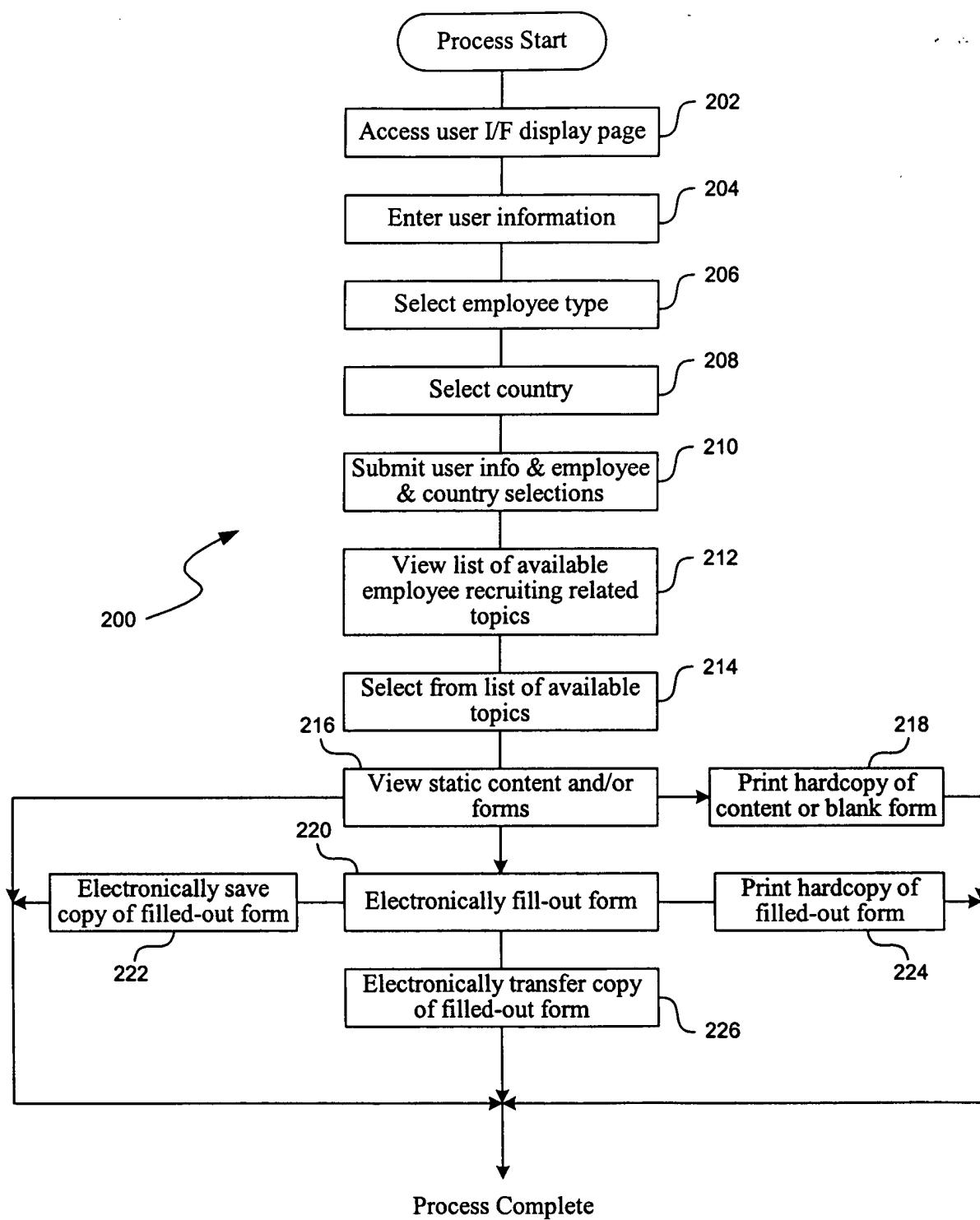


Fig. 1

*Fig. 2*

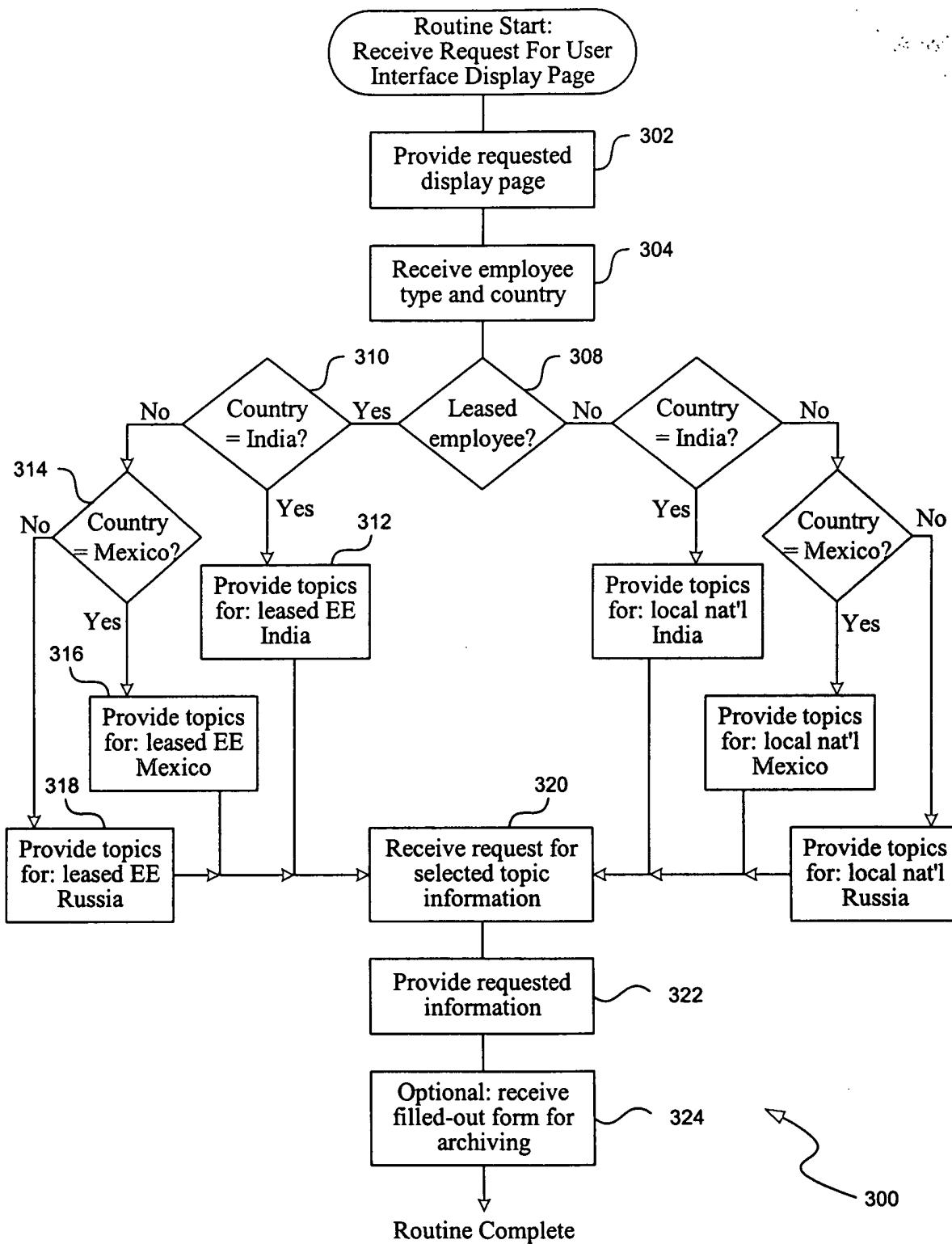


Fig. 3

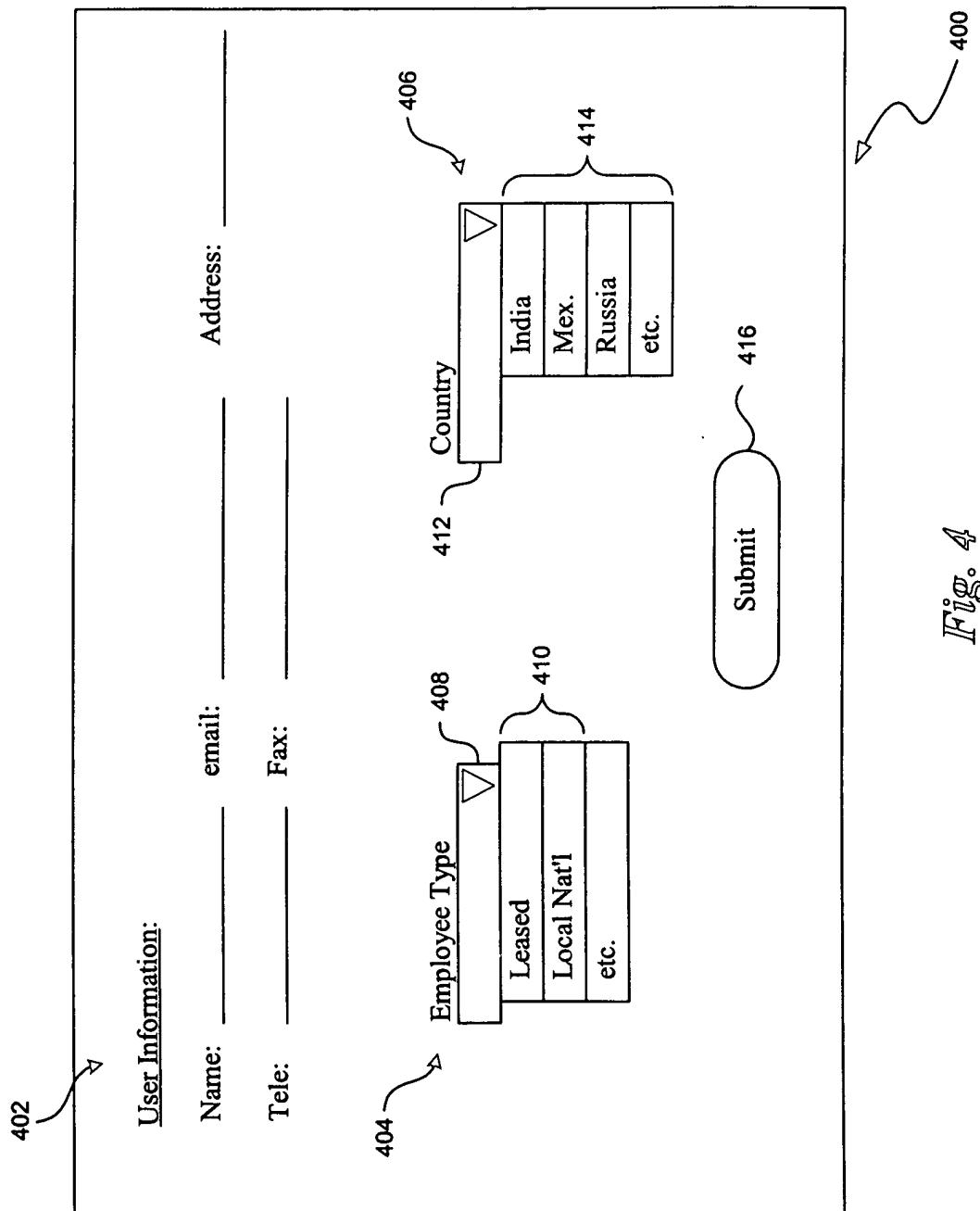


FIG. 4

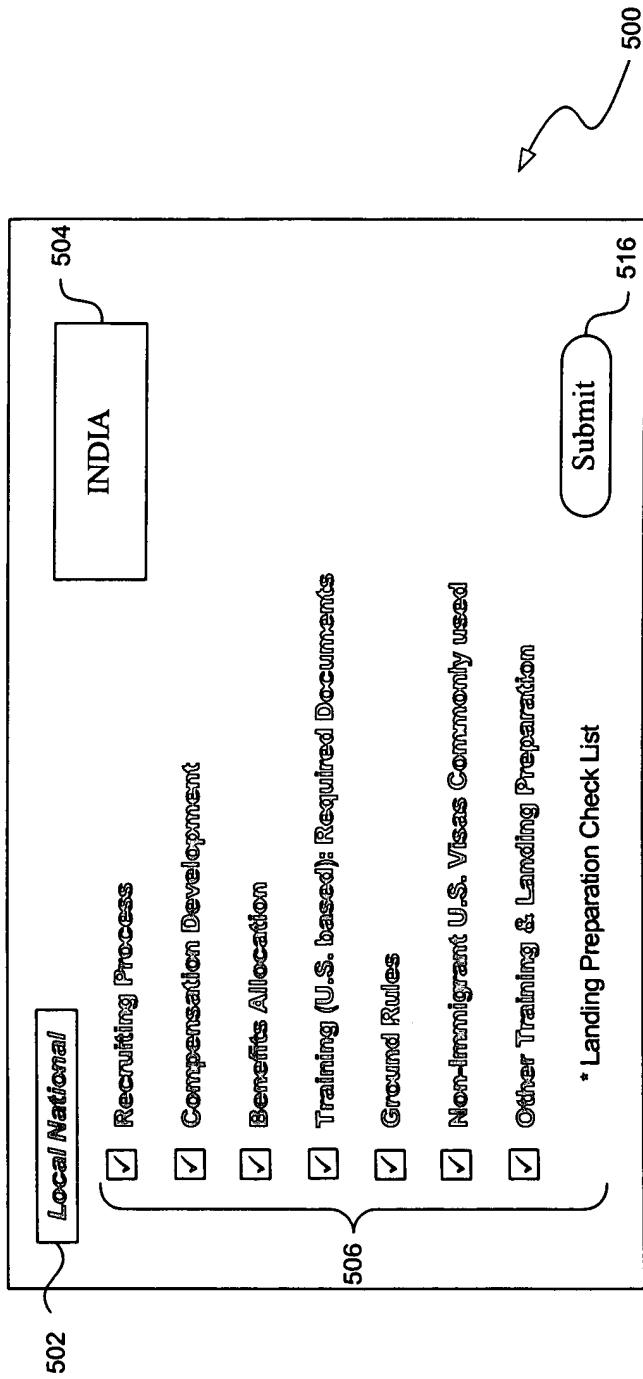


Fig. 5

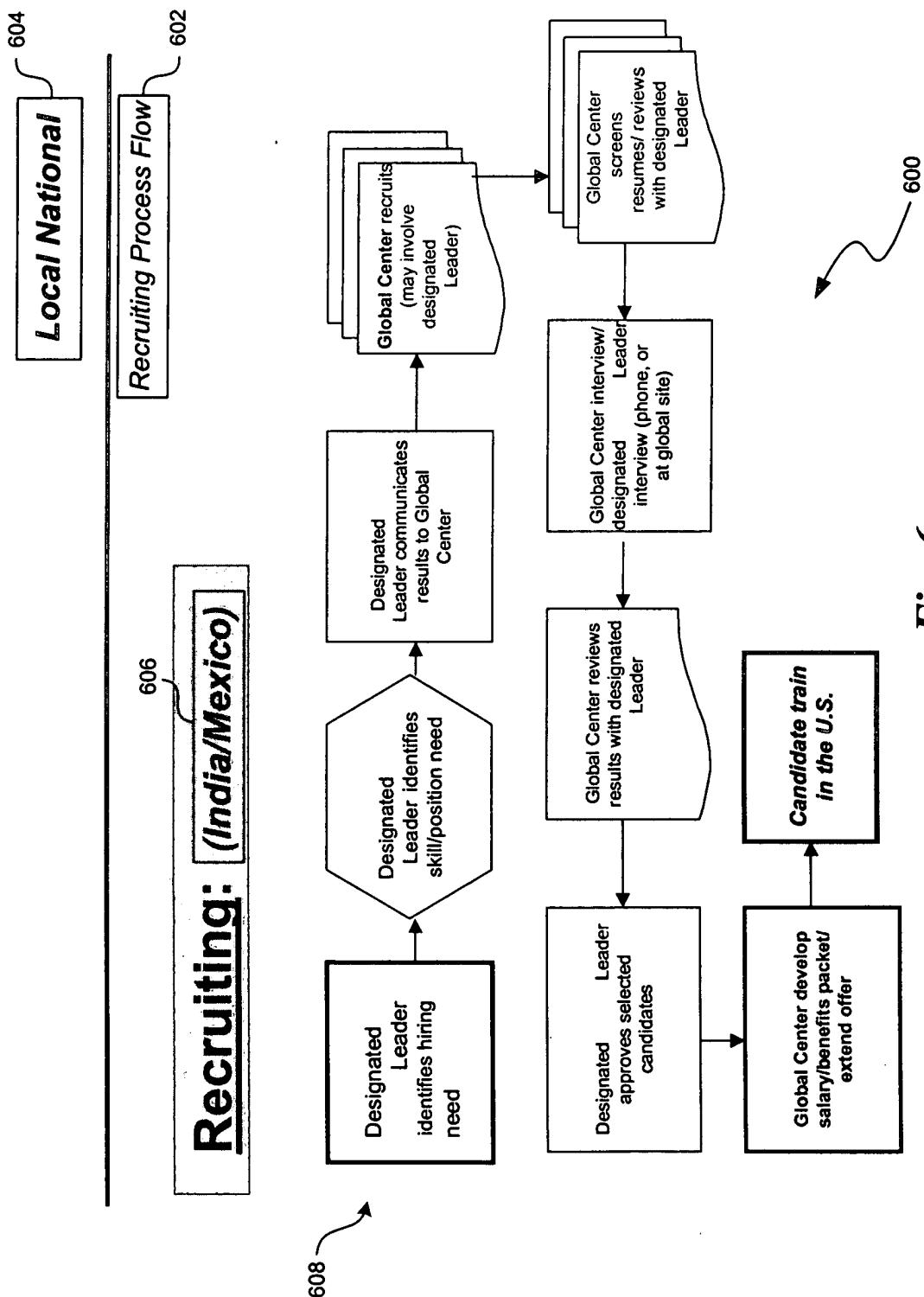
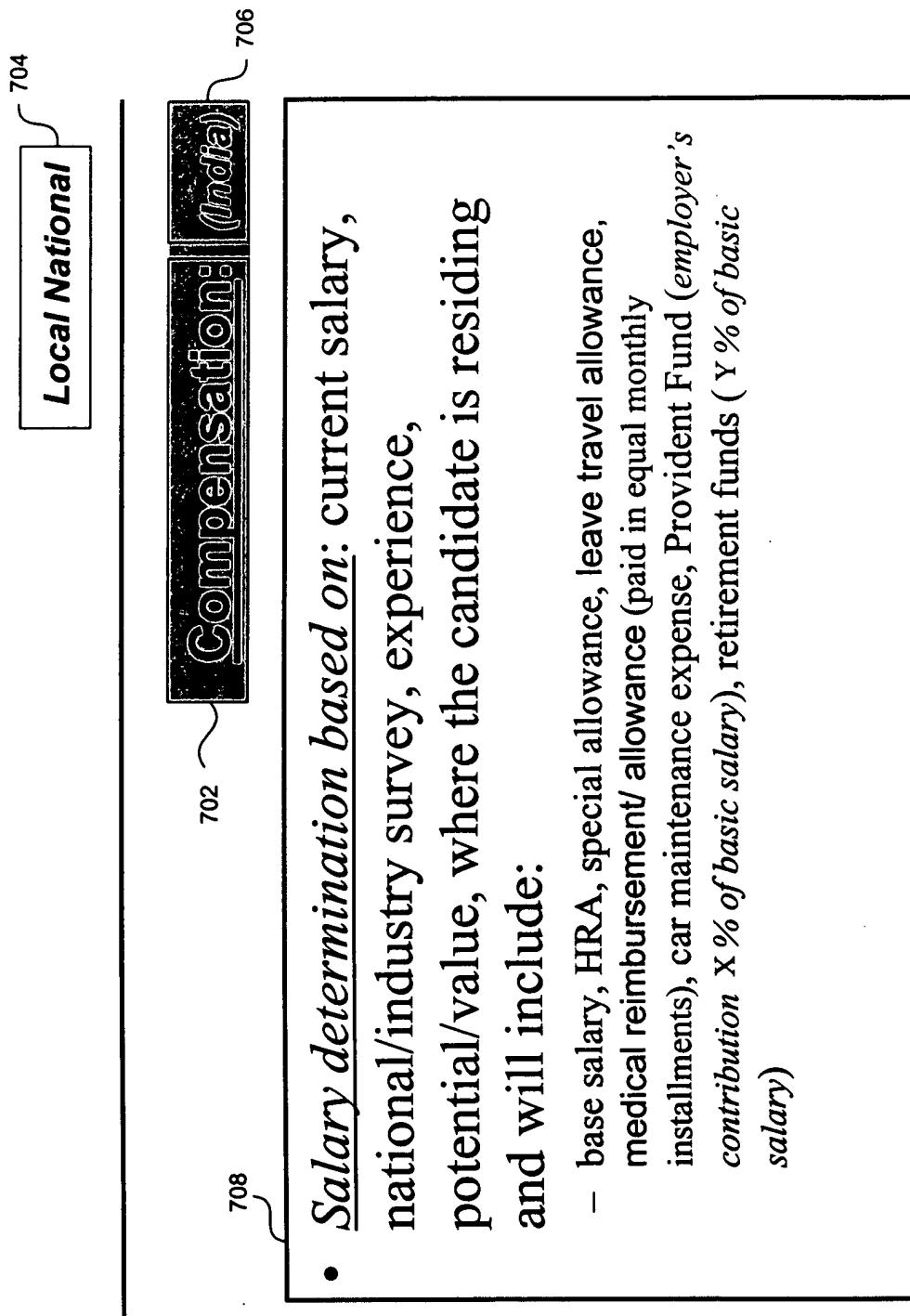
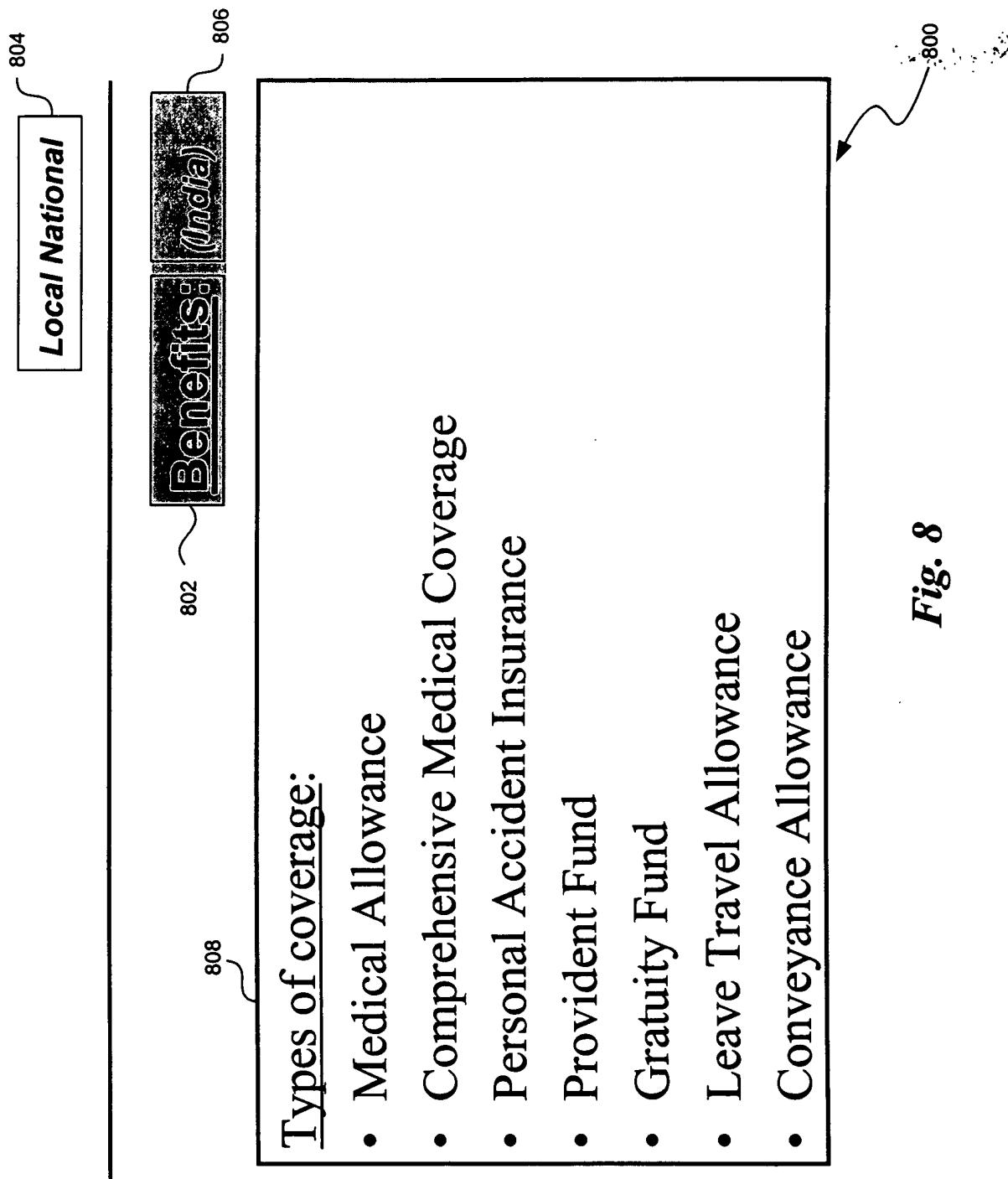


Fig. 6

**Fig. 7**



Training: Required Documents

902

904 ~ Local Nat'l

906 ~ India

I-1 "Exchange Visitor" Visa Information Form

Part 1 To Be Completed By Applicant

Applicant's Full Name: _____ Male
 (Family) (Given) (Middle)

Female

908 Marital Status: Married Widowed Divorced Single

Current Home Address: _____

(Note: U.S. Immigration law requires that you have a foreign residence which you do not
 intend to abandon.)

Home telephone: _____

Current telephone (Office:) _____ Fax: _____

Place of Birth: _____ Date of Birth: _____

_____ (City) (Country)

(Mo/Day/Yr)

Passport No. _____ Exp. Date: _____ Country of Citizenship: _____

Country of Legal Permanent Residence: _____
 (if different than Nationality)

U.S. Social Security No. _____
 (if any)

Address in U.S. where you will live during program (if known):

Applicant's dates of prior periods of stay in the U.S. in any capacity (e.g., "B-1"
 "J-1", "H-1" or "L-1" U.S. visa, most recent first) in the last 6 years and visa status:

	Arr. Date	Dep. Date	Visa		Arr. Date	Dep. Date	Visa
1				4			
2				5			
3				6			

Fig. 9

U.S. Visas Commonly Used

1002

1004 Local Nat'l

9

GLOBAL SUPPLIER TALENT DEVELOPMENT

Non-immigrant U.S. Visas Commonly Used by Letter Designation		1012	1014	1016	1018	1020	1022	1024	Comments	Duration of Status	US Tax Status	Application Process/Time
B-1	Business Visitor	- Same as Visa	- Employment in US NOT authorized to work or make consultations.	- May be valid up to one year - May be extended in US	- Non-resident but may be taxed in US - US income	- Alien applies at US Consulate abroad - 1-7 days (est)						
W-1	Visa Waiver	- Same as B-1	- No visa NOT intended to be in US	- Same as B-1	- Same as B-1				- Only certain countries participate			
F-1	Academic Student	- Enrolled in full-time course of study approved by US government authorities to attend foreign educational institutions.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Non-resident but may be taxed in US - US income	- Non-resident but may be taxed in US - US income	- Alien applies at US Consulate abroad - 1-7 days (est)	
TN	Canadian Professional	- Same as F-1	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- Employment in US authorized by education institution. For degree.	- One year - Renewable indefinitely - Reign of US - Part of E-1	- One year - Renewable indefinitely - Reign of US - Part of E-1	- Alien applies at US Consulate abroad - 1-7 days (est)	
H-1B	Temporary Worker	- Coming to US to provide services in a "specialty" occupation requiring equivalent BA degree	- Employment in US authorized by DOL certification and employer's usual qualifications.	- Employment in US authorized by DOL certification and employer's usual qualifications.	- Employment in US authorized by DOL certification and employer's usual qualifications.	- Employment in US authorized by DOL certification and employer's usual qualifications.	- Employment in US authorized by DOL certification and employer's usual qualifications.	- Employment in US authorized by DOL certification and employer's usual qualifications.	- Maximum term of 6 years - Non-resident but may be taxed in US - US income	- Maximum term of 6 years - Non-resident but may be taxed in US - US income	- Employment in US authorized by DOL certification and employer's usual qualifications.	
L-1A	Intrafirm Transferee	- Employment in US transferred to one of its 3 year(s) affiliated managers.	- Employment in US provided services in managerial or executive capacity to another affiliate.	- Employment in US transferred to one of its 3 year(s) affiliated managers.	- Employment in US transferred to one of its 3 year(s) affiliated managers.	- Employment in US transferred to one of its 3 year(s) affiliated managers.	- Employment in US transferred to one of its 3 year(s) affiliated managers.	- Employment in US transferred to one of its 3 year(s) affiliated managers.	- One year - Employment in US transferred to one of its 3 year(s) affiliated managers.	- One year - Employment in US transferred to one of its 3 year(s) affiliated managers.	- Employment in US transferred to one of its 3 year(s) affiliated managers.	
L-1B	Intrafirm Transferee	- Coming temporarily to provide services in specialty occupation for another affiliate.	- Coming temporarily to provide services in managerial or executive capacity to another affiliate.	- Same as L-1A	- Same as L-1A & L-1B but L-1B	- Same as L-1A & L-1B	- Same as L-1A & L-1B	- Same as L-1A & L-1B	- Maximum term 5 years	- Maximum term 5 years	- Same as L-1A	
C-1A	Blanket	- Same as L-1A and L-1B	- Same as L-1A & L-1B but blanket	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Maximum term 18 months - Additional 30 days to travel	- Nonresident but may be taxed if paid from US source	- W-1B Form, prepared by GETSCO - Filed at US Consulate - Allow one month	
J-1	Exchange Visitor	- Same as L-1A and L-1B (France)	- Same as L-1A & L-1B but blanket certified to NGOs by the Company	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Employment to participate in a U.S. I.A. designated program - No intent to abandon foreign residence - Training program must be approved and meet specific criteria	- Maximum term 18 months - Additional 30 days to travel	- Nonresident but may be taxed if paid from US source	- W-1B Form, prepared by GETSCO - Filed at US Consulate - Allow one month	
(P)rofessor or (R)esearch Scholar				- Qualified researcher (M.S. or higher) (Research Scholar)	- Employment permitted as part of research activities - 2 years foreign	- Employment permitted as part of research activities - 3 years - Additional 120 days to travel	- Employment permitted as part of research activities - 3 years - Additional 120 days to travel	- Initial term of 3 years which USIA may extend for additional 3 years			Fig. 10 1000	

All Countries

1106

1104

(Local National/Leased Employee)

1102

Landing Preparation Check List

Support RolesCorporate support: Counsel's officeHome Country Support: Supplier/Global CenterHost Country Support: designated Leader

1108

1112

Complete ✓

Pre-Assignment Preparation

1110

* Selection process – Designated Leader and Supplier/Global Center select candidate for training in U.S.

* Visa – identify visa type (L1-A & B, and J1), processed by Supplier/Global Center HR

- ❑ Letter of Residency
- ❑ Assurance Letter
- ❑ Passport
- ❑ IAP66 Form (GE Counsel office)

* Air transportation to U.S. arranged by Supplier/Global Center HR

* Driver's license – transferring employee must obtain an international driver's license and take driving lessons in the U.S. Car rental companies require both home country & international license

- ❑ residency permit, police registration

* Cultural Orientation – expectations, setting in U.S. conducted by Supplier/Global Center HR (i.e., norms, payroll, banking, tax laws FAQs, contact lists, etc.)

* Medical – specific insurance provide by Supplier/Global Center

* Payroll – Supplier/Global Center HR determine prior to departure

- ❑ insurance, money exchange rates and banking information

* Housing – Supplier/Global Center HR work together with designated Leader: _____ as per family size, gender of anticipated group, furnished, secure short-term lease, telephone,

Fig. 11

1100

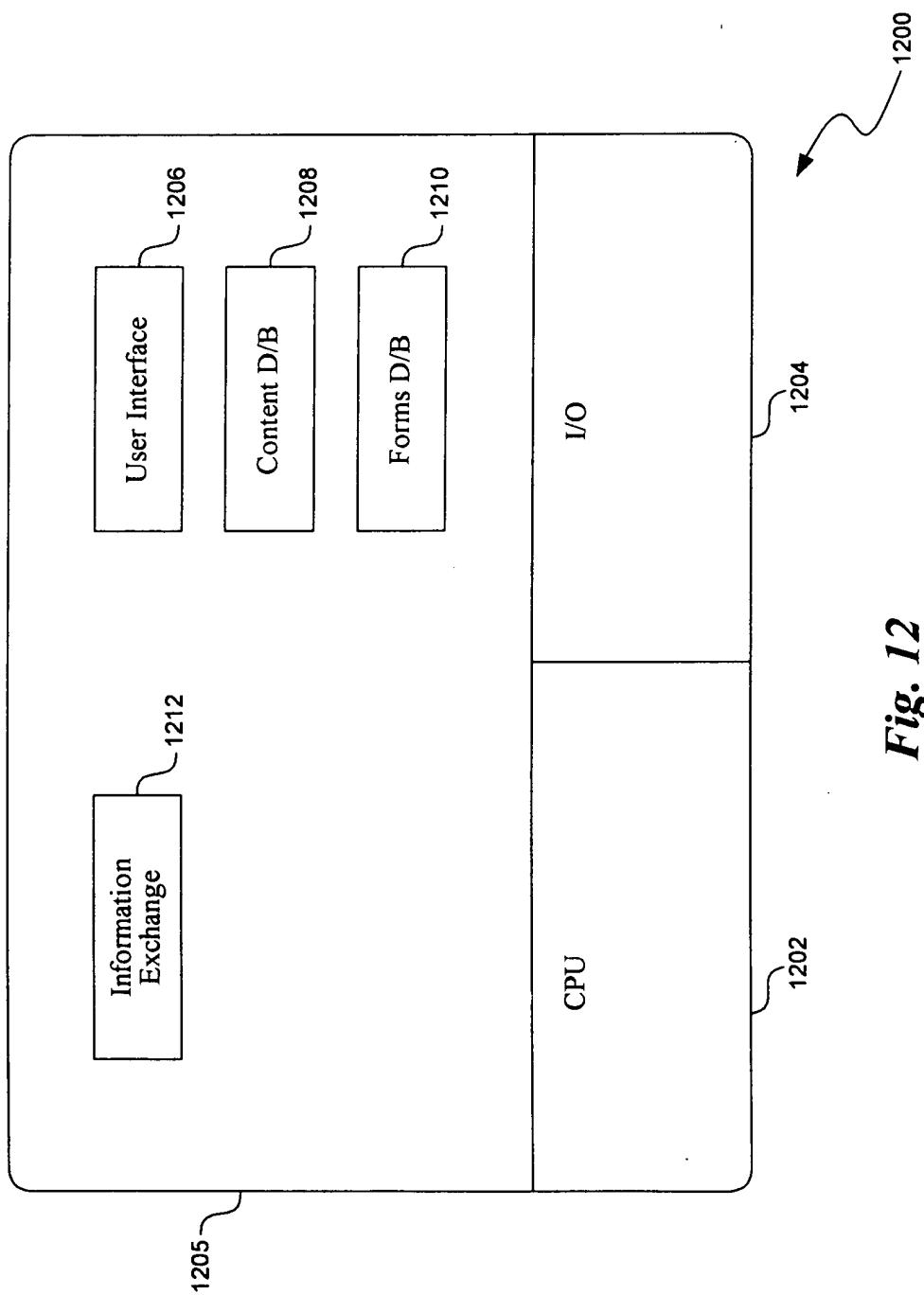


Fig. 12